



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole Fleck**  
Labor Negotiator

April 27, 2018

To the Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Re: Common Council File # 180135: Communication relating to recruitment flexibility for the position of Fire and Police Commission Executive Director*

Dear Committee Members:

This report recommends recruitment flexibility for the position of Fire and Police Commission Executive Director in Pay Range 1NX (\$103,841 - \$145,382). This position provides leadership, guidance, and coordination in public safety matters as a member of the Mayor's cabinet and as chief administrator of the functions performed by the citizen Board of Fire and Police Commissioners; and is responsible for all policy, financial, operational, and strategic matters of the Fire and Police Commission.

To provide the City the ability to recruit and retain the best candidates for this critical position, it is recommended that a footnote be added to this title that allows appointment anywhere in the range with the approval of the Chair of Finance and Personnel and the Director of Employee Relations. It is further recommended that this amendment be made effective Pay Period 10, 2018 (May 6, 2018).

In order to implement this recommendation, the Salary Ordinance will need to be amended as follows. Under Pay Range 1NX, add footnote designation "(3)" to the title "Fire and Police Commission Executive Director" with the footnote to read:

- (3) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Respectfully submitted,

  
Maria Monteagudo  
Employee Relations Director



# City of Milwaukee Fiscal Impact Statement

## A

**Date** 4/27/18 **File Number** 180135  
**Subject** Pay recommendations for the title of Fire and Police Commission Executive Director.

## B

**Submitted By (Name/Title/Dept./Ext.)** Sarah Trotter, Human Resources Representative  
Dept. of Employee Relations/X2398.

## C

- This File**
- Increases or decreases previously authorized expenditures.
  - Suspends expenditure authority.
  - Increases or decreases city services.
  - Authorizes a department to administer a program affecting the city's fiscal liability.
  - Increases or decreases revenue.
  - Requests an amendment to the salary or positions ordinance.
  - Authorizes borrowing and related debt service.
  - Authorizes contingent borrowing (authority only).
  - Authorizes the expenditure of funds not authorized in adopted City Budget.

## D

**This Note**  Was requested by committee chair.

## E

**Charge To**

- Department Account
- Capital Projects Fund
- Debt Service
- Other (Specify) \_\_\_\_\_
- Contingent Fund
- Special Purpose Accounts
- Grant & Aid Accounts

## F

Assumptions used in arriving at fiscal estimate.

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**G**

Purpose	Specify Type/Use	Expenditure	Revenue
Salaries/Wages		See attached spreadsheet.	
Supplies/Materials			
Equipment			
Services			
Other			
<b>TOTALS</b>			

**H**

For expenditures and revenues which will occur on an annual basis over several years check the appropriate box below and then list each item and dollar amount separately.

1-3 Years     3-5 Years

1-3 Years     3-5 Years

1-3 Years     3-5 Years

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**I**

List any costs not included in Sections E and F above.

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**J**

Additional information.

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**Department of Employee Relations  
Fiscal Note Spreadsheet**

Finance and Personnel Committee Meeting of May 2, 2018

**NEW COSTS FOR 2018**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Fire and Police Commission	FPC Executive Director	1NX	FPC Executive Director	1NX	N/A	N/A	N/A Recruitment Flexibility		
1								\$0	\$0	\$0

Assume effective date is Pay Period 10, 2018 (May 6, 2018).

\*Costs will depend on the actual request for an individual being appointed to this position.

**NEW COSTS FOR FULL YEAR**

No. Pos.	Dept	From	PR	To	PR	Present Annual	New Annual	New Costs	Rollup	Total Rollup+ Sal
1	Fire and Police Commission	FPC Executive Director	1NX	FPC Executive Director	1NX	N/A	N/A	N/A Recruitment Flexibility		
1								\$0	\$0	\$0